

Transition from Employee Consultation Service to The Child and Family Program: *Supporting Employees and Families*

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Washington, DC



Overview of ECS Children's Services

- ❖ ***The Special Needs Program***
- ❖ ***Medical Clearances/Post Approvals for Special Needs Children***

New Initiatives and Changes

❖ MCI – bidding tool

Newly Authorized Expenditures for Special Needs Allowance. Counseling (non MD), Educational Consultant

Creation of New Unit focused on the needs of Family and Children Services.

Employee Assistance/Workplace Services

- ❖ **Confidential Short Term Services**
(Psychosocial assessment and referral; short term individual; relationship; family and group)
- ❖ **Consultations with supervisors/workplace interventions**
- ❖ **Workplace Training**



The Special Needs Education Program

Special Needs Children Come in All sizes, Colors and Shapes!



The Special Needs Program: Overview

- ❖ **Identification of Eligibility for SNEA**
- ❖ **Initiation/Authorization of SNEA funding**
- ❖ **Assistance with Identification/scheduling of Various Assessments**
- ❖ **Annual Renewal of SNEA Allowance**
- ❖ **Annual Special Needs Training at FSI**
- ❖ **New Reimbursable SNEA Expenditures**

Typical Issues/Concerns with Children Which May Indicate Need for Assessment

- ❖ Learning behavioral changes in the classroom and/or at home
- ❖ Not finishing their work or cannot find it
- ❖ Appearing anxious or depressed
- ❖ Is irritability or exhibiting low self esteem
- ❖ Exhibiting angry and/or oppositional behavior
- ❖ Difficulty understanding school work

Numbers of Worldwide Special Needs Children: Top Countries

❖Bogota	87
❖Brussels	52
❖Toronto	45
❖Frankfurt	42
❖Tel Aviv	41
❖Bangkok	41
❖London	40
❖Beijing	38
❖Lima	38
❖Cairo	37
❖Manila	36
❖Pretoria	36
❖Vienna	34
❖Paris	34
❖Tokyo	30
❖San Salvador	28
❖Brasilia	28
❖Rome	27
❖Jerusalem	27
❖Mexico City	26
❖Nassau	26
❖Santo Domingo	25

Numbers of NEA Special Needs Children by Country*fluid list

•New Delhi	25
•Nairobi	24
•Amman	24
•Vancouver	23
•Dakar	23
•Ottawa	23
•San Jose	21
•Jakarta	21
•Hong Kong	19
•Moscow	18
•Berlin	18
•The Hague	18
•Accra	17
•Panama	17
•Singapore	16
•Guatemala	16
•Dhaka	16
•Caracas	15
•Quito	14
•Santiago	13
•Lusaka	13
•La Paz	13

Initiation of First Special Needs Allowance

To request this allowance, take the following steps:

1. Request a letter from our child's school
2. Gather other information about your child: report cards, Individual Education Plans (IEP), previous evaluations, medical reports, etc.
3. Go to the Health Unit at post to discuss your child's difficulties.
4. Send the letter from the school and any other documentation to ECS.
5. SNEA authorization to Post: When ECS receives the letter, the clinician can authorize the SNEA for additional assessments.

SNEA Funding Amounts



SNEA Type	Baseline Rate	50% Differential	Total Allowable*
At Post	\$57,300	\$28,650	\$85,950
Away from Post	\$77,400	\$38,700	\$116,100

Note: If a child's needs exceeds the maximum allowable rate, parents must submit documentation through ECS to the Office of Allowances which may or may not recommend approving the amount in excess.

Boarding Schools for the Away from Post Rate

- ❖ If your child is 12 or older*
- ❖ Consult with your school, the health unit, RMOP and contact ECS clinician to discuss options.
- ❖ A boarding school list can be sent to you.
- ❖ Travel is authorized for one parent and your child to do an onsite visit.
- ❖ For complex cases eg. multiple diagnoses/problems an educational consultant can be requested but must be approved first

Homeschooling

- ❖ Homeschooling overseas may be an option if the school cannot accommodate your child's needs or if this is the parents decision of choice.
- ❖ Parent needs to identify an appropriate, credentialed home school eg. Nebraska is one option for younger children and Calvert for older children but there are others.
- ❖ Progress of the child will be monitored to ensure that they are making adequate progress
- ❖ Parent need to send documentation annually to renew.

Common Reimbursable SNEA Expenditures

Expenditure Type	Discussion	Covered by SNEA?
School Tuition at Post or Away From Post	Up to Maximum allowable amounts	Yes
Homeschooling Fees	Must be accredited program	Yes
Occupational Therapy	Covers both assessment and services	Yes
Speech and Language	Covers both assessment and services	Yes
Psycho-educational Assessment	Covers assessment, expensive 2500-5000 range	Yes
Child and Adolescent Psychiatry Assessment	Assessment only; not treatment	Yes
Physical Therapy	Assessment and services	Yes
Psychological Assessment*	Assessment and Services (NEW); *will cover treatment with psychologist, clinical social worker or counselor	Yes
Tutors	Will cover individual group tutoring	Yes

Common Reimbursable SNEA Expenditures Continued

Expenditure Type	Discussion	Covered by SNEA?
Shadow Teachers	ST remain with child during school day to support learning. Funding is given for your child only.	Yes
Transportation for one parent and the special needs child to travel for assessments.	Travel, M & E, lodging will be paid for one parent and SN child to travel to city for assessment when necessary.	Yes
Rental Equipment	Amplification and auditory devices when not available in the school and recommended in assessment.	Yes
Purchase of software/tapes/cds	Seldom allowed but may be authorized when the item is necessary for the required schoolwork and not available at the school	Case by case basis

Common Expenditures Not Reimbursable With the SNEA

Expenditure Type	Discussion	Covered by SNEA?
Computers and other hardware	Parents must purchase	No
School uniforms and graduation cap and gown	Parents must purchase	No
Trampolines	Parents must purchase	No
Equestrian Therapy	Parents must purchase	No
Training and transportation of parents/aides to training*	Parents must pay; also check with Office of Overseas Schools	No

Gifted and Talented Program

- ❖ Special Needs children can also be Gifted and Talented
- ❖ Go through your Office of Overseas School rep to inquire: Ms. Bea Cameron
- ❖ Secure documentation in 3 ways
- ❖ Office of Overseas Schools uses John Hopkins to secure G & T for \$50. Once determined JH has materials.
- ❖ The \$4,100 Supplementary Funds can be accessed for G & T resources



MED Clearances and Post Approvals for Special Needs Children

MED Clearances for Special Needs Children: ECS Role

- ❖ ECS recommends clearance for all special needs children
- ❖ Provides overview of the MED Clearance Process
- ❖ Reviews assessments/documentations/IEPS to determine whether the child has special needs
- ❖ Recommendation is sent to clearance nurse who sends to CDO

MED Clearance Possible Recommendations

1. Worldwide Availability
2. Limited/Post Specific Availability
3. Not approved for overseas assignment
4. Children may visit posts eg. children in boarding schools
5. Not approved for overseas assignment
6. Children may visit posts eg. children in boarding schools
7. Clearance is pending

Issues that Affect Smooth Sailing of the MED Clearance/Post Approval Process

- ❖ Current documentation on their children is not updated.
- ❖ Challenges in ensuring child's needs are met
- ❖ ECS does not receive current clinical and school assessments
- ❖ Ensuring adequate time is given to schedule hard to get assessment appointments*



Laws, Regulations and DOS Policies Relating to Special Needs Program

IDEA: The Individuals with Disabilities Act

- ❖ Public Law 105-17, the Individuals with Disabilities Education Act Amendments of 1997 (IDEA), is the federal special education law. IDEA was signed into law in June 1997, with final federal regulations published in March 1999.
- ❖ IDEA guarantees to each child with a disability and in need of special education services, the right to a free appropriate public education (FAPE) in the least restrictive environment (LRE) appropriate.

The Special Needs Regulation DSSR270

- ❖ **The Special Needs Allowance Regulation DSSR270-279 covers the guidance for the program**
- ❖ **Revised on 10 June 2010, and recently in February 2011 there were additional changes.**
- ❖ **The regulations covers these are other areas:**
 - ❖ **SNEA allowance amounts**
 - ❖ **Criteria to get the SNEA authorized for your child**
 - ❖ **Boarding school guidance**
 - ❖ **Authorized and Non-authorized expenditures**
 - ❖ **Coverage during change of assigned post**

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Employee Consultation Service exists to Support You and your loved ones in a variety of ways!

Email: MEDECS@state.gov

Intranet: <http://med.m.state.sbu/mhs/ecs/>

**Do not hesitate to contact us at 202-663-1815
if we can be of assistance
to you!**

